



# INCLUSION AND DIVERSITY POLICY

## PURPOSE

The purpose of this policy is explain Belle Vue Primary School's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. Belle Vue Primary School strives to provide a safe, inclusive and supportive school environment for all students and members of our school community.

## POLICY

### Definitions

Personal attribute: a feature of a person's background or personal characteristics that is protected by State or Commonwealth anti-discrimination legislation. For example: race, disability, sex, sexual orientation, gender identity, religion etc.

### Inclusion and diversity

Belle Vue Primary School is committed to creating a school community where all members of our school community are welcomed, accepted and treated equitably and with respect regardless of their backgrounds or personal attributes such as race, language, religious beliefs, gender identity, disability or sexual orientation so that they can participate, achieve and thrive at school.

Belle Vue Primary School acknowledges and celebrates the diversity of backgrounds and experiences in our school community and we will not tolerate behaviours, language or practices that label, stereotype or demean others.

Belle Vue Primary School will:

- ensure that all students and members of our school community are treated with respect and dignity
- ensure that students are not discriminated against and where necessary, are accommodated to participate in education and all school activities (eg schools sports and concerts) on the same basis as their peers
- acknowledge and respond to the diverse needs, identities and strengths of all students
- encourage empathy and fairness towards others
- challenge stereotypes that promote prejudicial and biased behaviours and practices
- contribute to positive learning, engagement and wellbeing outcomes for students. This will be done as part of the school's social and emotional education program (including You Can Do It, Learning Curve and Random Acts of Kindness).

Bullying, harassment and other forms of inappropriate behaviour targeting individuals because of their personal attributes will not be tolerated in our school community. Students who may have experienced or witnessed this type of behaviour are encouraged to speak up and to let their teachers, parents or carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

Belle Vue Primary School will take appropriate measures, consistent with its Student Engagement and Wellbeing Policy and Bullying and Harassment policies to respond to discriminatory behaviour or harassment at our school.

Belle Vue Primary School also understands that it has a special obligation to make reasonable adjustments to accommodate students with disabilities. A reasonable adjustment is a measure or action taken to assist all students to participate in their education on the same basis as their peers. Reasonable adjustments will be made for students with disabilities through our Student Support Group processes in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners. For more information about support available for students with disabilities, please refer to our school's Student Engagement and Wellbeing Policy or contact the school for further information.

### **RELATED POLICIES AND RESOURCES**

This policy should be read in conjunction with the following school policies:

- Statement of Values and School Philosophy
- Student Engagement and Wellbeing Policy
- Parent Complaints policy
- Duty of Care Policy
- Inclusion and Diversity Policy
- Equal Opportunity Policy (we don't have one of these but we will have to create one – department guidelines are to hold off until new one is finalised)
- School Policy and Advisory Guide:
  - o Inclusive Education
  - o Koorie Education
  - o Teaching Aboriginal and Torres Strait Islander Culture
  - o Safe Schools
  - o Supports and Services
  - o Program for Students with Disabilities

### **REVIEW PERIOD**

This policy was last updated on 7<sup>th</sup> December 2018 and is scheduled for review in December 2020.

**Ratified by School Council**

**Date: 15 May 2019**

| <b>Date</b> | <b>Version Number:</b> | <b>Update information</b> | <b>Next Review:</b> |
|-------------|------------------------|---------------------------|---------------------|
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